

UNIVERSITY of PENNSYLVANIA



Ryan
3501 Sansom Street
Philadelphia, PA 19104-6204
Psychology
Tel. 215.746.3457
Fax. 215.573.2025

Tess Wilkinson-
Professor of Law &

CONFIDENTIAL TO THE COMMITTEE:

July 7, 2017

To the Members of the Senate Judiciary Committee:

I am writing this letter in support of the judicial nomination of my colleague, Stephanos Bibas, to the judiciary. Stephanos and I have worked together since 2008 on the faculty of the University of Pennsylvania Law School. I have found him to be a caring, thoughtful colleague, with a strong commitment to institutional norms and interpersonal collegiality.

I met Stephanos Bibas in 2008, when I began at Penn Law as a Sharswood Fellow. The Sharswood Fellow position is a two-year position for aspiring academics. Stephanos affirmatively reached out to me to offer himself as an informal mentor. He was extraordinarily generous with his time, reading early drafts of papers and sitting through practice talks as I prepared for the job market. I am only one of many junior colleagues to whom he has generously offered his time and advice. He has worked closely with Penn Law's students and academic fellows—men and women, in a variety of areas of scholarship—and helped launch the careers of many young law professors across the ideological spectrum.

One particular attribute that I value in Stephanos as a mentor and colleague is that he is keenly attuned to the challenges of beginning an academic career while raising small children. I have now worked with him in a number of capacities, and I have been consistently impressed with his sensitivity to the needs of working parents generally, and specifically to some of the distinct hiring and promotion challenges for women in academia. I myself joined the tenure-track faculty at Penn Law in 2010; I had my second child in 2011, and I was voted tenure in 2015. His support has been unflagging and invaluable.

I expect Stephanos to be a valuable mentor to his clerks, and a valuable colleague to the other members of the Third Circuit judiciary. He is not dogmatic; he is committed

to evidence, facts, and logic. He is deeply invested in collegiality, and he values diverse perspectives. He has intellectual and personal qualities—integrity, compassion, and diligence—we should hope for in our federal judges, and I support his nomination.

Sincerely,

A handwritten signature in black ink, reading "Tess Wilkinson-Ryan" with a long, sweeping flourish at the end.

Tess Wilkinson-Ryan